

## **APPENDIX 3**

**Walworth Social Regeneration Charter  
Equalities Impact Assessment  
March 2020**

## Guidance Notes

### The requirement for a Equalities Impact Assessment

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- We consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- We have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- We review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- We take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- We consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the protected characteristics and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others who can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to

the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present within divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments. Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health and wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

## Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Walworth Social Regeneration Charter
Equality analysis author	Sophie Hall-Thompson
Strategic Director	Kevin Fenton
Department	Regeneration, Place & Wellbeing
Date on analysis	February 2020

## **Section 2: Brief description of policy/decision/business plan**

The Walworth Social Regeneration Charter sets out the vision, goals and promises that seek to deliver against Southwark Council's objectives for the 'Regeneration for All' taking place across the Walworth Area. The charter sets out a number of indicators which will be used to monitor the progress of the council in achieving 'Regeneration for All'. The charter will be referred to on an ongoing basis to ensure that the council is making progress in achieving the stated ambitions and objectives. An annual monitoring report will be produced to ensure that the objectives within the charter are still being met.

### Section 3: Service users and stakeholders

<b>Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Members of the public; Developers; Local Authorities; Housing Associations; Environment and Leisure Department; Flood and Drainage Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department; Greater London Authority; Transport for London; Thames Water; Metropolitan Police; Chief Executive's Department.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Members of the public; Housing Associations; Local Authorities Environment and Leisure Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department.

## Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

<b>Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</b>	
<b>Potential impacts (positive and negative) of proposed policy/ decisions / business plan.</b>	<b>Potential health impacts (positive and negative)</b>
<p>The charter is anticipated to have positive social benefits for people of all ages living and working in London Bridge.</p> <p>Promise 3 relates to supporting people of all ages. Promise 8 seeks to support employment and training. Together they seek to provide relevant services for residents as necessary and when necessary. It includes provision for new-borns, toddlers, children, young people, those in training and employment, those who are out of employment, for carers and elderly members of the community. The indicators related to this promise are:</p> <ul style="list-style-type: none"> <li>• School performance</li> <li>• Satisfaction with community facilities</li> <li>• Employment numbers</li> <li>• Apprenticeships</li> </ul> <p>Promise 13 relates to improved coordination between service providers operating in the area and ensuring a collaborative approach to supporting residents through life's transitions to avoid gaps in service provision, maximise reach into the community and meet needs arising in the community. The indicators for this promise are:</p> <ul style="list-style-type: none"> <li>• Perceptions of ease of access to service provision amongst residents</li> </ul>	<p>The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their age.</p> <p>Promise 5 seeks to improve the environment and promote sustainable modes of travel and improve air quality across the area – this will benefit all ages, especially the vulnerable young and old. The indicators relating to this promise are:</p> <ul style="list-style-type: none"> <li>• Perceptions of impact of air pollution</li> <li>• Perceptions of impact of construction</li> <li>• Air quality</li> <li>• Tree planting</li> <li>• Local trips via car, bicycle, walking</li> </ul> <p>Promise 6 seeks to support a healthy lifestyle and will support measures that improve air quality, access to nature, and an inclusive community.</p>
<b>Equality Information on which the above analysis is based</b>	
	2016 London Atmospheric Emission

	Inventory
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Disability</b> - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-today activities.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have a disability.  Promise x seeks to improve movement in Walworth. Promise x seeks to ensure housing quality. These two promises require that improvements to the existing public realm, shopfronts and existing and new homes are inclusive.	The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have a disability.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Gender reassignment</b> - The process of transitioning from one gender to another.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have undergone gender reassignment.	The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have undergone gender reassignment.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Pregnancy and maternity</b> - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential negative impacts of proposals</b>

The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have are pregnant or have recently given birth.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people who have are pregnant or have recently given birth.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people of differing races.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people of differing races.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Religion and belief</b> - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to any faith group.	
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Sex - A man or a woman.</b>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>

The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people based on their gender.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their gender.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</b>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people which is based on their sexual orientation.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people which is based on their sexual orientation.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Socio-economic disadvantage</b> – although the Equality Act 2010 does not include socioeconomic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or families economic and social position in relation to others, based on income, education, health, living conditions and occupation.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>The charter is anticipated to have positive social benefits for people regardless of their socio-economic status who are living and working in the area.</p> <p>Promise 1 seeks to build more council homes and invest in estate improvement plans. Indicators include:</p> <ul style="list-style-type: none"> <li>• Delivery of new homes</li> <li>• Perception of quality of new homes</li> <li>• Investment in council estates</li> <li>• Satisfaction with condition of estates</li> </ul> <p>Promise 3 seeks to ensure residents can readily access high quality services. Indicators include:</p>	The charter is anticipated to have positive health benefits for people regardless of their socio-economic status who are living and working in the area. There are no foreseen negative health impacts to people based on their socio-economic status.

<ul style="list-style-type: none"> <li>• Satisfaction with services in the area</li> <li>• Ease of access to services</li> <li>• School performance</li> <li>• Households claiming out of work benefits</li> </ul> <p>Promise 8 seeks to ensure residents can readily access local training and employment opportunities. Indicators include:</p> <ul style="list-style-type: none"> <li>• London Living Wage opportunities</li> <li>• Delivery of workspaces</li> <li>• Delivery of training</li> <li>• Employer standards</li> </ul>	
<p><b>Equality Information on which the above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p><b>Mitigating actions to be taken</b></p>	
<p>We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.</p>	

<p><b>Human Rights</b></p> <p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>The charter is anticipated to have a range of positive impacts on people living and working in the area. The proposals presented in the charter do not threaten the human rights of anyone living or working in the area.</p>
<p><b>Information on which above analysis is based</b></p>
<p><b>Mitigating actions to be taken</b></p>
<p>We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.</p>